

2025 - 2027

## Theme

Bravely leading for tomorrow

## Purpose

We exist to strengthen equitable access to unleash life-long learners in regional WA

## Values



Partnering with regional families and communities



Creating safe environments where everyone belongs



Supporting each-other to grow and evolve



Unlocking sustainability with curiosity and innovation

### Being the Best We Can Be

#### GOALS : PRIORITY INITIATIVES

Industry-leading workforce strategy focused on attraction, retention, and development to manage and deliver high-quality services

- Succession planning
- Professional development
- Celebrating staff

Contemporary governance delivering high-impact services

#### ENABLERS

1. Annual Conference
2. Organisational Structure fit for multi-site operations
3. Fit-for-purpose governance structure and framework
4. Time-frames, resources, accountabilities and outcomes stated in all strategies
5. People and Capability Committee (with SMT support) oversight of Workforce Strategy

#### MEASURES OF SUCCESS

1. Ongoing review of impact of workforce strategy - staff safety and wellbeing measures, turnover, qualifications, compliance
2. Implement recs from Governance & Organisational Reviews (Board/CEO)
3. Time-frames, resources and accountabilities

### Growing Purposefully

#### GOALS : PRIORITY INITIATIVES

Investment Strategy supporting diverse regional services sustainably

- Balancing “unders and overs”
- New Opportunity Strategy
  - Leveraging Our Strengths Strategy
  - Leveraging technology for efficiency and effectiveness

Mechanisms for identifying strategic and operational risk mitigation

#### ENABLERS

1. Parent/Community Support Groups
2. Localised service delivery with strong system support
3. Risk and Audit Committee development and oversight of Organisational and Strategic Risk Registers
4. Finance Committee (with SMT support) deliver Investment Strategy

#### MEASURES OF SUCCESS

1. Continued sustainable financial growth
2. Client survey results
3. Service continuity
4. Diverse income streams
5. Strong REED balance sheet
6. Implement recommendations of ICT review

### Making Early Learning Matter

#### GOALS : PRIORITY INITIATIVES

Drive internal excellence

- Meeting and exceeding national standards
- First Nations Equity + Access Program
- Child Safe Program

Lead industry innovation

- Integrated Service Hubs Strategy + Plan
- Sector Advocacy Strategy

#### ENABLERS

1. Child Safe Organisations Committee
2. CALD Strategy
3. Aboriginal Engagement and Employment Strategy
4. Disability Access & Inclusion Plan
5. Safety and Quality Committee to monitor quality of educational programs and Child Safe Organisations Framework

#### MEASURES OF SUCCESS

1. Meeting and exceeding national standards
2. Embedded Child Safe Organisations principles
3. Monitor staff and children equity and participation rates

### Forging Uncharted Territory

#### GOALS : PRIORITY INITIATIVES

Industry leading service strategy focused on:

- Desert Expansion Strategy (Geographic + Service Type)
- Government engagement strategy (including policy reform)
- Integrated Service Hubs Strategy + Plan

#### ENABLERS

1. Communications and Relationships Strategy (it starts with a strong value proposition)
2. Apply data and research to guide decision-making and advocacy
3. Utilise sector and government networks
4. Executive Committee oversight of Communications and Relationships Plan

#### MEASURES OF SUCCESS

1. Monitor service type and number
2. Positive outcomes of advocacy
3. Executive monitoring of Communication and Relationship Strategy implementation

Taking key stakeholders, communities and families with us on our journey (Communications & Relationships Strategy)